

Kaffee Partner 

Sustainability policy / ESG Policy

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Sustainability policy & ESG | Environmental, Social, Governance

Kaffee Partner 

We define **sustainability** as the responsible use of the finite resources of our earth, so that they will be available to future generations. The **abbreviation ESG** has established itself in the corporate world as standard for the evaluation of sustainability efforts.

These three letters represent

- ✓ **Environmental** (ecological responsibility),
- ✓ **Social** (social justice) and
- ✓ **Governance** (Good business management),

which are be taken into account in our business activities.



Our sustainability concept | Foundation

For Kaffee Partner, **sustainability is a core aspect of our daily business.** We shape our **business activities** to make an active contribution to a future-proof world.

Constantly questioning **our actions and continually improve them** is a basic prerequisite for a strong ESG performance, which we believe goes hand in hand with strong growth.

We demonstrate our commitment by adhering to the ten principles of the UN Global Compact and the 17 Sustainable Development Goals (SDGs) defined by the UN.

This policy defines **the relevance of ESG** in our business activities. It applies to Kaffee Partner and all affiliated companies and is also addressed to our stakeholders and suppliers.



Environmental aspects

In the course of its business activities, Kaffee Partner strives **to responsible and sustainable use of natural resources**. Our employees are required to use these resources appropriately and sparingly and ensure that their activities have as little impact as possible on the environment. To minimize the negative impact of our business activities on the environment as far as possible, we have set ourselves the following **goals**:

- 1. reduce our emissions by at least 5% annually**
- 2. achieve climate neutrality by 2040.**



To achieve these goals, we have already defined measures which affect both our business activities and our investments:

Conversion of **energy supply** to green electricity from 100% renewable sources, expansion of our company vehicle policy to include electric vehicles, focus on energy efficiency of our fully automatic coffee machines and water dispensers, and developing new strategies to improve product durability.

We are committed to **transparency**: we measure our emissions annually and report them on our website. We are committed to act in accordance with leading and recognized scientific panels such as the Intergovernmental Panel on Climate Change (IPCC) and national and international regulations.

The **health and safety of our employees** is very important. Together with the works council, Kaffee Partner has created the framework for maintaining health and to establish a culture of health within the company.

Therefore, we have launched the following **measures**:

- ✓ **Installation of ergonomic workstations,**
- ✓ **discounted membership at Hansefit or fitness studios,**
- ✓ **Bicycle leasing with Jobrad,**
- ✓ **health weeks and**
- ✓ **company integration management.**

In addition, no one should have to choose between a child and a career. Our **family-friendly corporate culture** creates more equal opportunities and promotes family awareness.

We offer different possibilities for the compatibility of work and family, such as:

- ✓ **childcare in case of emergencies,**
- ✓ **flexible working time arrangements,**
- ✓ **mobile working and**
- ✓ **parent-friendly time models.**



Our growth knows no barriers: As an inclusive employer we explicitly reach out to people with disabilities. Likewise, we are committed to act in accordance with the internationally recognized human rights and the Conventions of the International Labor Organization. We do not accept forced labor, illegal child labor or exploit guest workers throughout our supply chain

Corporate Governance

Good **corporate governance** and business integrity as well as **fair and equitable management of our** company are a high priority for us.

In addition to our **Code of Conduct**, which is obligatory for all employees, managers and other stakeholders, we have defined our position on anti-corruption, data security and data protection.

The company ensures the proper recording, reporting and verification of financial and tax information.

Kaffee Partner and its employees will conduct business with **honesty, integrity, fairness and respect** at all times.

Information obtained through the company's business activities will be used in the best interest of the company, and not for the personal benefit of any of its employees.



Implementation of the ESG policy | Activities

We conduct an **annual review** to ensure that we contribute to a sustainable and future-proof world with our activities and to continuously improve in it.

As part of this review, we pay particular attention to **sustainability** in all aspects of our business. The views expressed in this ESG policy are consistent with this.

The Executive Leadership Team is responsible for the **compliance with the ESG policy** as well as the follow-up of the ESG targets and activities. The progress will be reviewed at least every two years.

If serious deviations from our ESG targets are identified, we immediately take the necessary measures to correct them.



Appendix 1: 10 principles of the UN Global Compact

Human Rights

1. Businesses should support and respect the protection of internationally proclaimed human rights.
2. Businesses should make sure that they are not complicit in human rights abuses.

Labour

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. Businesses should uphold the elimination of all forms of forced and compulsory labour.
5. Businesses should uphold the effective abolition of child labour.
6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Environment

7. Businesses should support a precautionary approach to environmental challenges.
8. Businesses should undertake initiatives to promote greater environmental responsibility.
9. Businesses should encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

10. Businesses should work against corruption in all its forms, including extortion and bribery.

Appendix 2: 17 Sustainable Development Goals



UN Sustainable Development Goals | 17 Goals for sustainable Development of the United Nations
(Source: <https://www.un.org/sustainabledevelopment/news/communications-material/>)